



SINI 5+ FOCUS!

Volume 2 Number 1

September 2011

Greetings and happy new (academic) year! I hope you found a way to refresh and rejuvenate over the summer break. From the contacts I received during the recent months I know many of you were busy planning, revising, and sometimes recuperating to prepare for the newest group of youngsters who come through your doors. Isn't it gratifying to realize how much hope and optimism comes with those bright faces and lively spirits? What a treasure – and what a challenge! So many high expectations. . . Be sure to eat your Wheaties, everyone.

This issue of *SINI 5 FOCUS!* targets a truth that can't be disputed:

No plan for improvement can be effective unless it is implemented.

The challenge for schools implementing a plan for change is to make certain that everyone affected by the change knows clearly what they are expected to do, why they are doing it, and how to know whether their efforts are having the positive impact on student learning that we expect.

As noted in the June issue of SINI5+ Focus!, the distribution list includes those who are just beginning implementation of their restructuring plans as well as those who have been working with a plan for several years. Take what you find useful and share any ideas you think others might find helpful.

SINI 5+ Focus!

Volume 2 Number 1 September 2011

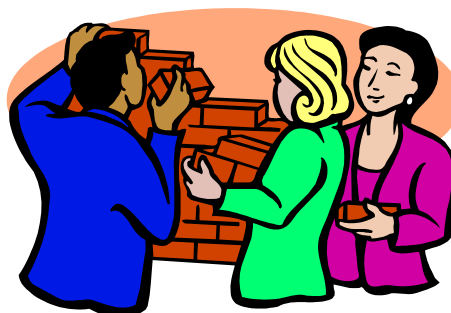
CONTENTS

Steps Logins

It's all in the follow-through!

Monitoring and Sustaining Effort

Restructuring Implementation Contact List



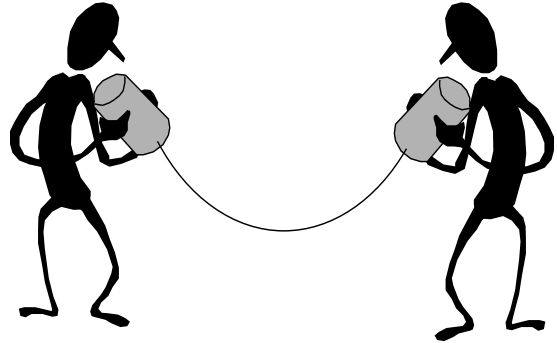
Steps Logins and Technical Support

If you've misplaced your login or password for *Steps to Success*, there are three contacts you can reach to retrieve them.

Karen Laba karenlaba@comcast.net or
karen.laba2@doe.nh.gov
603 743-5129 or 603 969-0988

Kristine Braman kbraman@ed.state.nh.us
(603) 271-6055

Joe Trunk, NECC, RMC Research
jtrunk@rmcres.com 603 422-8888



If you have technical issues – the system won't let you do something you know it should – you can contact Karen or Joe, or use the ADI link at the bottom of the *Dashboard* page and also at the bottom of the *Welcome* page.

One common issue occurs when you try to EXPORT a report or worksheet or Wise Way. These items are treated by web browsers as “pop-ups.” If you click, re-click, and click again, and the document doesn't appear, check for messages from your browser saying “Pop-ups blocked” and follow the instructions for un-blocking pop-ups.

In general, you should try these strategies before calling for help when you have technical issues:

1. Log out and then back in.
2. If using Firefox as your browser, log out and try using Explorer. (If using Explorer and it's not working, log off and try Firefox.)
3. If EXPORT as WORD (last option in the dropdown) is trouble, choose PDF export format (often comes out nicer but doesn't let you modify).
4. Restart your computer.
5. Try another computer.
6. Try entering Steps to Success with NHSCHOOL (or NHSAMPLE) logins instead of your school password.

It's all in the follow through!

Tennis players know it. Golfers know it. Batters, bowlers and kickers know it: the surest way to move the ball toward its target is to follow the swing or stroke through its full length, to see it to its end. How pertinent a lesson for those involved in a school improvement process!

As you move into implementing your restructuring plan, you defined goals that represent big changes in school operations. After all, education policy makers declare the need for the “transformation” and

“turnaround” of schools that are not achieving state standards. While there are some remarkable examples where schools have demonstrated dramatic gains after implementing far-reaching changes, most schools have not been able to sustain a major transformation, despite the best of intentions. Both the short and long history of school reform is littered with the remains of many, many “transformational” efforts that did not meet their promised outcomes. At least part of the reason for so many discarded initiatives is the adopters’ failure to remember the golfer’s rule: it’s all in the follow through.

I recently had occasion to go back into my copy of *Breaking Ranks*, subtitled “a field guide for leading change” developed by the National Association of Secondary School Principals. Figure 1.2 graphically shows the findings of research that 20% of the successful implementation of a school change effort is related to the “what” of the plan for change—the tasks, activities, strategies that will be carried out as part of the reform effort.



BUT 80% of the success can be traced to the **HOW** the plan will be carried out – whether the individuals responsible for educational change actually completed the strategies/ activities as they were designed. A missed deadline here, a lapse in monitoring there, a gap in availability of resources or expert guidance elsewhere – each of these challenges to implementing the plan diminishes the chances of meeting the school’s goals.

Hopefully, your team took these potential barriers to success into account when you wrote and submitted your restructuring plan. Did you and your team take careful stock of your resources and capacity in deciding what

changes can really be undertaken? And, what changes can be sustained until you reach your target, high academic achievement for all students?

One strategy built into the *Steps to Success* system for NH schools to help you think about the “follow through” of your plans is the entries you include under “monitor implementation” and “monitor impact.” If your planning team listed the strategies you’ll use to collect evidence to know if the new practices are being implemented, you have a built-in measure to examine when your restructuring team meets periodically throughout the year. You can check to see if teachers are using pre-tests to differentiate instruction. You can invite leaders of instructional teams to describe how they’re monitoring whether students at their grade level are making progress. You can ask Instructional Teams to document their discussion of newly refined or adopted practices.

More critically, in your plan you declared what data you’ll collect – frequently, regularly -- to determine if the change activities are having a positive impact on student learning (or school climate or teaching practice). What do the measures of student progress tell the Instructional Teams or teachers about student performance? Is it moving in the right direction?

By bringing the restructuring team (or leadership team) together through this implementation year, and checking on the evidence you said you were going to collect to monitor implementation and impact, you'll know right away whether your plan is working or needs revision – and do it sooner rather than later.

Remember: your students need you to give them the best learning experience possible right now!

Steps tools for tracking progress

Last winter's frequent and unrelenting snow load taught every NH homeowner the value of regular maintenance even in the face of disagreeable conditions – getting that snow off your roof right away after each storm kept the ice dams from forming and drips off your ceiling.

The *Steps to Success* system offers tools that can help you do 'regular maintenance' on your restructuring plan so that your implementation proceeds smoothly and you can be alerted to potential snags.



Here are some reports you might find helpful as you monitor progress. Check them out by logging in using nhsample/ nhsample and then run them for yourself using your own login.

Launch the website www.centerii.org.

Log in to Indistar® using nhsample/ nhsample.

Select *Steps to Success* on the **Dashboard**.

Select Continue at the **Welcome** page.

On the **School Main Page**, look for the **Resources and Reports** bar at the upper right.

Select **Reports**.

Indicator Checklist Report: This will be familiar to 2010 SINI 4s – this is the same report you submitted that contains the substance of your restructuring plan. Put a check in the box next to each indicator you included in your plan, select REPORT at the bottom of the page, and EXPORT to your computer. REMEMBER to give this report a distinctive file name!

How it might be useful: This serves as your master restructuring plan document, including all the information you entered as you assessed each objective and the TASKS, RESOURCES, MONITORING activities you committed to accomplish in order to improve student outcomes. One suggestion is to do a regular check-in every other month or so with the staff—for example, divide them into groups, distribute one indicator/ objective

per group, ask them to summarize the evidence of whether the tasks are being implement and having their desired impact.

Tasks Report: This is useful for the restructuring team (or leadership team – whichever group is managing the implementation of the restructuring plan). It lists the tasks included in the plan and allows you to list the tasks by individual or time frame.

How it might be useful: When your restructuring team meets each month or so, bring a task report for EACH member of the team. Use the dropdown in the header, select the team members assigned each task, select SUBMIT and EXPORT and SAVE individual task reports. Discuss the progress of tasks at your meetings.

When you have time, check out the *Progress Report*, the *Implementation and Monitoring Report*, and *Where are we now?* report. Think about how each of these reports might be useful for your team and your school to sustain effort toward the goals and targets you value.

Please distribute this newsletter to your team members and others who are providing school improvement assistance to you. Send along suggestions for topics or requests for advice to help move your work forward. Also, send along corrections to the contacts on the following pages.

Celebrate the changing colors! *Karen*

K. Laba, NH School Improvement Consultant karen.laba@ed.state.nh.us; karenlaba@comcast.net;
603 743-5129 603 969-0988

Restructuring Implementation (SINI 5+) Schools –Contacts

Restructuring Implementation Contacts Revised September 2011

SAU/ District	School	Principal Email
2009 Restructuring Cohort (Began implementation 2010-11; continuing 2011-2012)		
#61 Farmington	Henry Wilson Memorial Tel: 603-755-2181	Jeffrey Keene jkeene@sau61.com Steve Woodward swoodward@sau61.com
#38 Hinsdale	Hinsdale Elementary Tel: 603 336-5332	Ann Frietag afrietag@nhnhd.org
#33 Raymond	Gove MS Tel: 603-895-3394	Ellen Small e.small@sau33.com
#82 Chester	Chester Academy Tel: 603-887-3621 (X 145)	Leslie Leahy lesliel@chesteracademy.org Maggie Holm maggieh@chesteracademy.org
#11 Dover	Dover MS Tel: 603-516-7204	Christine Boston c.boston@doover.k12.nh.us
#18 Franklin	Bessie Rowell Tel: 603-934-5116	Mike Hoyt mhoyt@franklin.k12.nh.us
#27 Litchfield	Griffin Memorial School Tel: 603-424-5931	Bo Schlichter bschlichter@litchfieldsd.org Ronda Gregg rgregg@litchfieldsd.org
#37 Manchester	Beech Street Elementary Tel: 603-624-6314	Ellie Murphy emurphy@mansd.org
#37 Manchester	Henry Wilson Elementary Tel: 603-624-6350	Linda Durand ldurand@mansd.org Christine Brennan cbrennan@mansd.org Stephanie Wheeler swheeler@mansd.org
#42 Nashua	Fairgrounds Elementary Tel: 603-594-4318	Chuck Healey healeyc@nashua.edu
#42 Nashua	Ledge Street Elementary Tel: 603-594-4337	Janet Valeri valerij@nashua.edu
#42 Nashua	Mt. Pleasant Elementary Tel: 603-594-4331	Mary Frances Tintle tintlem@nashua.edu
#43 Newport	Newport MS Tel: 603-863-2414	(new)
#64 Wakefield	Paul School Tel: 603 522-8891	Traci Lynn Moser tmoser@wakefiled.k12.nh.us
#59 Winnisquam Regional	Winnisquam MS Tel: 603-286-7143	Pamela A. Miller pmiller@wrsdsau59.org Suzan Gannett sgannett@wrsdsau59.org
#34 Hillsboro Deering	Hillsboro Deering ES Tel: 603-464-1110	Noreen McAloon, Ed.D. nmcaloan@hdsd.k12.nh.us
#37 Manchester	Northwest Elementary Tel: 603-624-6321	Shelly Larochelle slarochelle@mansd.org

2010 Restructuring Cohort moving to Restructuring Implementation for 2011-12		
SAU/ District	School/ Phone	Principal/Contact , Email,
#6 Claremont	Disnard Elementary 603 543- 4260	Melissa Lewis mlewis@claremont.k12.nh.us
# 7 Colebrook	Colebrook Elementary 603-237-4801	Mary M. Jolles mjolles@colebrook.k12.nh.us
# 53 Deerfield	Deerfield Elementary 603-463-7422	Paul Yergeau pyergeau@sau53.org
#49 Governor Wentworth	Kingswood Middle School 603-569-3689	Kirkland (Rusty) O. Ross rross@govwentworth.k12.nh.us
#27 Litchfield	Litchfield Middle school 603-424-2133	Thomas Lecklider tlecklider@litchfieldsd.org
#37 Manchester	Bakersville 603-624-6312	Judith Adams juadams@mansd.org
#37 Manchester	Hallsville 603-624-6332	James E. Davenport jdavenport@mansd.org
#37 Manchester	McDonough 603-624-6373	Kenneth V. Dibenedetto kdibenedetto@mansd.org
#43 Newport	Towle Elementary 603-863-2050	Kathryn M. Niboli & Margaret McKenney mcnib@newport.k12.nh.us
#33 Raymond	Lamprey River ES 603-895-3117	Daniel LeGallo d.legallo@sau33.com
#33 Raymond	Raymond HS 603-895-6616	Kirk Beitler k.beitler@sau33.com
#54 Rochester	Chamberlain St. ES 603-332-5258	Stephen M. Leclair leclair.s@rochesterschools.com
#56 Somersworth	Hilltop Es 603-692-2435	(school closed; now Idlehurst ES Michael Quigley, Principal mquigley@sau56.org
#56 Somersworth	Somersworth MS	(new)
#16 Exeter	Exeter Cooperative Middle 603 775-8700	(new)

2010 SINI 4 “Hold” (made AYP 2010-11)

#56 Somersworth	Maple Wood ES 603-692-3331	Caroline F. Butler cbutler@sau56.k12.nh.us
-----------------	-------------------------------	--